

## **St Joseph's Catholic Primary Anti-bullying Policy**



### **School Mission Statement**

*Together in faith we nurture, encourage and inspire each other to achieve excellence and become all that Jesus calls us to be*

### **Statement of Intent**

We believe that everyone at St Joseph's Catholic Primary School has the right to feel welcome, safe, secure and happy. Only if this is the case will all members of the school community be able to achieve to their maximum potential.

At St Joseph's all members of the community should be able to feel safe and differences celebrated. All children, young people and the adults involved with them at the school are entitled to be treated with respect and understanding. They should be free to participate in any activity without fear of being harassed, threatened, assaulted or intimidated.

Bullying of any sort prevents this happening and prevents equality of opportunity. All types of bullying are unacceptable and will not be tolerated in our school. It is everyone's responsibility in the school community to prevent bullying, and our policy contains guidelines to support our aim to provide a warm, caring and safe environment for all in our school community.

All children should feel confident and secure to tell where bullying occurs and know that they will be listened to, and that prompt and effective action will be taken to stop the bullying. All children have a right to expect protection from adults in a position of care and responsibility.

All adults in school will actively listen to children and young people. Victims of bullying will always be treated in a supportive manner so that they can feel secure in communicating their concerns. All adults will take prompt and effective action to act on any information received.

The ethos of the school ensures that children learn and develop in all aspects and that children and their families are given the appropriate guidance and support. This policy outlines how we make this possible.

## Aims

- To ensure our ethos promotes an environment where all in the school community treat each other with respect, and understand why this is the right way to behave.
- To prevent all forms of bullying amongst children, by encouraging good behaviour and an understanding by all about how our actions affect others.
- To seek to prevent any forms of bullying through an approach that talks to children to educate them about issues of difference, prejudice, equality and understanding.
- To challenge any form of bullying, and act promptly and effectively to support children where bullying occurs.
- To ensure that all in the school community understand that bullying in any form will not be tolerated.
- To challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build the Christian ethos of the school.
- To clearly communicate our anti-bullying policy to children, staff, parents and Governors.

## Definition of Bullying

Bullying is behaviour by an individual or group, repeated over time that intentionally hurts another individual or group either physically or emotionally.

Bullying can take many forms and is often motivated by prejudice against particular groups. It can be:

- **Emotional/Psychological**  
Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), damage to reputation, extortion of belongings, isolation, refusal to work/play with others, revealing of personal information, impersonation.
- **Name Calling**  
This is often linked to what the victim looks like, such as height, weight, hair colour etc.
- **Physical**  
Pushing, kicking, hitting, punching or any use of violence
- **Racist**  
Racial taunts, graffiti, gestures. Incidents related to religion or culture come under this heading too.
- **Homophobic**  
Because of, or focussing on the issue of sexuality. This includes referring in an unkind way to someone or something as "gay"

- **Sexual**  
Unwanted physical contact or sexually abusive comments.
- **Related to Disability, SEN, Health**  
Any incident perceived to be insulting to people with medical, mobility, sensory or mental health or learning impairments.
- **Verbal**  
Name-calling, sarcasm, spreading rumours, teasing
- **Cyber**  
All areas of internet, such as email, internet chat room and social networking sites., Mobile threats by text messaging & calls, misuse of associated technology , i.e. camera & phone & video facilities.

### **Cyber-bullying**

The Department for Education in its guidance document, "Preventing and Tackling Bullying" describes cyber-bullying and the impact of technology on creating a new medium for bullying. "The rapid development of, and widespread access to, technology has provided a new medium for 'virtual bullying', which can occur inside or outside school. Cyber- bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click."

### **What can children do if they are being bullied?**

If a child is being bullied by one or more people it can make the child feel scared or helpless. It is important to reassure the child that it is not their fault. It is important that all children at St Joseph's use the following strategies:

- Tell parents, carers or another trusted adult. They will come into school and speak to teachers and the headteacher.
- Tell a teacher. They will work with the headteacher and fully investigate the problem and deal with the bully in a way that ensures the victim's safety.
- Tell a friend, who will support and encourage the child to tell an adult.

**Remember – silence is the bully's greatest weapon.**

### **What can other children do?**

Sometimes another child may see others being bullied, although they may not be a victim themselves.

We encourage children to:

- Tell a teacher or another adult what they have seen or who is involved.
- Try not to encourage the bullying behaviour by laughing, smiling or joining in.
- Try to support the victim by being a friend.
- Ensure that they do not take on the bullies themselves.

### **What can parents and carers do?**

Parents and carers have a central role in supporting our Behaviour and Discipline Policy and Anti-Bullying Policy.

We ask parents and carers to look out for unusual behaviour in your child.

- They may not want to come to school.
- They may feel ill regularly.
- Their behaviour has changed – they may be very quiet and withdrawn or develop challenging behaviour.
- They may not be completing work at their usual standard.

Always take an active role in your child's education. Ask how their day has gone, who they have played with etc.

If you feel that your child may be the victim of bullying behaviour, please do not approach the alleged bully on the playground – inform the headteacher immediately. Your concerns will be taken seriously and appropriate action will be taken.

Reinforce our school policies and praise your child for telling you about their worries.

### **What if I think my child is bullying someone?**

- If you believe your child to be involved in bullying behaviour, please inform the headteacher immediately. We will work together to support your child and deal with the matter appropriately

### **Actions the School will take to Tackle Bullying**

- Prevention is better than cure. Our anti-bullying approach is underpinned by our Behaviour and Discipline Policy which promotes positive behaviour in our school. It creates a climate where pupils behave well, take responsibility for other's emotional and social well-being and include and support each other. Whole school rules and positive reward systems reinforce the responsibility of all to show care and respect for each other.
- We promote appropriate behaviour through direct teaching and by creating an emotionally and socially safe environment where these skills are learned and practised. Our aim is to create a climate where bullying is not accepted by anyone within the school community.
- We use the curriculum whenever possible to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour. Awareness-raising takes place through Anti-bullying week, School Assemblies, Drama workshops and circle time.

- All through school is the knowledge that all adults are available to listen to and discuss any concerns children/parents may have. Children are told that they must report any incidence of bullying to an adult within school, and that when another pupil tells them that they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a member of staff.
- All reported incidents of bullying will be investigated and taken seriously by staff members. In order to ensure effective monitoring of such occurrences a record will be kept of any incidents, and where appropriate reported to the appropriate authorities. The Headteacher will be responsible for this. If bullying includes racist or homophobic abuse then it should also be reported to the Headteacher, and recorded.

**Upon discovery of an incident of bullying we will:**

- Provide immediate support to the child/children who is/are being bullied and assure them that it was right to report the incident. Try to ensure they feel safe and offer continuous support. Restore self-esteem and confidence.
- Discuss with the child/children involved the issues appropriate to the incident and to their age and level of understanding. We will, as adults, try to remain neutral and deliberately avoid direct, closed questioning. We will listen to their versions of events.
- Talk to anyone else who may have witnessed the bullying.
- Reinforce the message that bullying is not acceptable, will not be tolerated and we expect it to stop.
- Focus the discussion on finding a solution to the problem and stopping the bullying recurring. Engage the child/children involved in making choices about how the matter can be resolved.
- Consider appropriate sanction under the school's Behaviour and Discipline Policy.
- Inform the parents of bullies and their victims of an incident and the action that has taken place. Ask parents to support strategies proposed to tackle the problem.
- The Nurture Staff will closely monitor the child/children involved informing staff on a need to know basis.
- The victim will be supported by the Pastoral support leader and nurture staff and work through a relevant self-esteem programme and a range of strategies including "Circle of Friends"
- Advise the child/children responsible for bullying that we will be checking to ensure that the bullying stops. The bully will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her. (Persistent bullies may be excluded from school).
- Keep records of incidents that we become aware of and how it is dealt with. Continue to monitor and follow up incidents to check the bullying has not started again.

- Governors will be informed of any incidents of bullying.

### **Additional Strategies**

There are various strategies that can be applied if more than one child is involved in bullying another such as:

- Role play
- Drama Workshops
- Circle Time.
- Other drama approaches including use of puppets

These can be used within the affected group to confront bullying, but integrated into the curriculum can be an effective way of sharing information and provide a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour.

Victims need to feel secure in the knowledge that assertive behaviour, and even walking away can be effective ways of dealing with bullying.

Setting up a buddy system, or peer counselling possibly with pupils who already hold a position of responsibility, such as School Council members/ monitors/ playleaders can also be beneficial.

Children are reminded regularly of the importance of telling someone should they ever be bullied. We want all children to feel secure and confident in telling where bullying occurs, and to feel reassured that their concerns will be taken seriously and responded to. We believe it is essential to constantly review this policy to ensure we are in a position to strengthen our approach to this issue. Where necessary we have, and will call on outside resource such as the Behaviour Support Service to support our action. This policy is seen as an integral part of our Behaviour and Discipline Policy.

**July 2014**

**Signature of Headteacher** \_\_\_\_\_

## St Joseph's Catholic Primary

## Bullying Incident Form

<b>Name of child:</b>	
<b>Age:</b>	
<b>Gender:</b>	
<b>Date reported:</b>	<b>Year group:</b>
<b>Age:</b>	
<b>Reported to:</b>	
<b>Perpetrators details:</b>	
<b>Name:</b>	
<b>Age:</b>	
<b>Gender:</b>	
<b>Details of incident: (Type, date/time, location, brief description)</b>	
<b>Action taken:</b>	
<b>Signature of Adult incident reported to:</b>	
<b>Signature of Head Teacher:</b>	